

**LEGISLATIVE SERVICES AGENCY
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FISCAL IMPACT STATEMENT

LS 6528

BILL NUMBER: SB 120

NOTE PREPARED: Apr 22, 2003

BILL AMENDED: Mar 27, 2003

SUBJECT: Employment of Minors.

FIRST AUTHOR: Sen. Harrison

FIRST SPONSOR: Rep. Klinker

BILL STATUS: Enrolled

FUNDS AFFECTED: X GENERAL
X DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: (Amended) This bill requires an employer to provide one or two rest breaks totaling at least 30 minutes to a child scheduled to work at least six consecutive hours. The bill provides that an employer that permits a child to work between the hours of 10 p.m. and 6 a.m. in an establishment that is open to the public unless another employee at least 18 years of age also works in the establishment during those hours commits a hazardous occupation violation.

Effective Date: Upon passage; July 1, 2003.

Explanation of State Expenditures: *Department of Labor:* The changes in this bill could have a minimal administrative impact on the Department of Labor in so far as the Department is charged with overseeing employers' compliance with the state's labor laws.

State Agencies as Employers: Most state agencies do not employ individuals under the age of 18. An exception is the Department of Natural Resources which often employs younger workers for certain positions within the state park system (for example, lifeguards and gate attendants). The impact of this bill on the Department is presumed to be negligible.

Explanation of State Revenues: *Department of Labor:* This bill allows for the assessment of a civil penalty for noncompliance with the break requirements. The bill also makes it a hazardous occupation violation for a minor to work alone between the hours of 10 p.m. and 6 a.m.. The civil penalty for a violation of the provisions in this bill is \$100 per instance for a violation identified following the initial inspection. A civil penalty of \$200 per instance can be assessed for a third violation, and a \$400 civil penalty can be assessed for the fourth or subsequent violation. Civil penalties are deposited in the Employment of Youth Fund. In

FY 2002, \$93,841 in civil penalties were deposited in this fund.

Depending on the compliance rate, this bill could increase the amount of civil penalties assessed and deposited in the Employment of Youth Fund. Half of the Fund is used for educating affected parties on the purpose and content of child labor laws. The other half of the Fund is used for the hiring and salaries of additional inspectors to enforce child labor laws.

Explanation of Local Expenditures: Local entities who employ individuals under the age of 18 may also be affected by this bill. The bill also deletes the exemption from the rest break requirement for minors employed at camps operated by nonprofit entities. The impact of the bill on affected local entities is expected to be negligible.

Explanation of Local Revenues:

State Agencies Affected: Department of Personnel; Department of Labor; Department of Natural Resources.

Local Agencies Affected: Entities that employ persons under the age of 18.

Information Sources:

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